TN **TDOT**
Department of
Transportation

Position: Scrum Master

Description

This is a strategic position that will report directly to the IT Director of Product Development and will be a critical role in both guiding and improvement of the agile principles under which software products are delivered at TDOT.

We are seeking a highly motivated individual skilled in team building and guidance who will work directly with multiple software teams to help them become high-performing and consistently deliver upon their sprint commitments through coaching, mentoring and addressing team member impacts to delivery.

TDOT IT is an agile software organization that develops value focused applications to support both our internal customers and the people of Tennessee. The scrum master is expected to be able to mentor both product management (as needed) and development teams in the application of the scrum framework effectively as a part of this position.

Applicants for this position should be prepared to participate in an additional assessment following the panel interview. The applicant should prepare for a minimum of 2 hours for the interview and assessment process.

Technical Skills (Experience desired.):

- Current certification as a scrum master (CSM or PSM I) preferred. If presently uncertified, the candidate must sit for the CSM or PSM 1 exam and receive a passing exam score within 6 months of being hired.
- An understanding of the scrum framework (roles, artifacts and rituals), specifically an understanding of the scrum master role and underlying values of scrum and agile principles is required for this position.
- Experience working directly with development teams under the scrum framework preferred with at least a full year of experience within the role of scrum master.
- Direct experience facilitating team level meetings.
- Ability to understand and mentor product owners in the understanding and improvement of their role as needed and assist with story gathering workshops and guidance if requested.

Soft Skills:

- Highly organized and a self-starting individual
- Ability to perform as a mentor/guide/coach to multiple scrum teams.
- Ability to accept and resolve team indicated impediments to delivery and work within the organization to remove these impediments efficiently.
- Ability to work directly with unit management to participate in strategic development and growth plans for teams and organization in terms of scrum acceptance and maturity as well as opportunities for team growth.
- Ability to coach team members to better understand the scrum framework and underlying concepts of agility.
- Ability to coach teams toward self-management and self-organization.
- Ability to guide teams towards continual improvement through routine team inspection during retrospectives.
- Ability to assess development opportunities for team members for the purpose of performance planning goals.
- Possess a high degree of adaptability within a work environment and the ability to coach others directly and effectively.
- Ability to recognize organizational barriers and work with executive management to address them or transform them into opportunities.

Additional Skills Desired:

The following traits would be a plus:

- Any additional scrum or agile certifications (CSPO, CSP, , PSM I, PMI-ACP)
- Broad understanding of product planning concepts including personas, minimal viable and minimal marketable product, product visioning and release roadmaps
- Experience managing scrum artifacts (burn-down charts, product backlogs, user stories, etc)
- Experience with Team Foundation Services team site management
- Experience with planning poker or relative sizing estimation techniques.
- Experience facilitating retrospective meetings geared towards skills improvement.